

Discriminated Against;

I, Daniel R. Cupo am a retired principal of P. S. # 23 of the Jersey City Public School System as of July 2006. I became a principal in January 1987 and was assigned to P. S. # 23. In the school year of 2006 my enrollment reached a startling number of 1586 students assigned to 6 campuses totaling 13 separate buildings. We were an elementary pre-k through 8th grade school. We had 19 pre-k classes, 18 being regular pre-k and the other a pre- school handicap class who were all bused in. At times we reached a total capacity of 270 pre-k students.

At a pre-k meeting I was facetiously referred to as the, "King Of The Pre-ks," given a makeshift crown to wear. The trailers uniquely and quizzically came with no gutters and leaders and the roofs ended with the side walls so when it rained the water ran down the walls and into the classrooms ruining the rugs and floors. Do you think they had to be replaced eventually? Years later the gutters and leaders were added after the mold and mildew set into the walls. Urban ed had been subjected to this kind of decision making since the onset of its existence. There were wooden structures that could be engulfed in flames in 5 minutes or so the fire captains would say when perusing our school yard. There were mold and mildew walls/floors and wooden fire traps. The understructure was also not properly vented. It is urban ed, who cares? ***Build the brick structures first and then send the program/students into them, we all know wooden structures are surely unsuitable for students to inhabit.*** No changing tables for the students who had their accidents were available. They came along years later too. Where were they changing the pre-k students before the changing tables were inserted hmmmmmmmmmm. I understand that 3 year olds were added to the schools this school year, where have you placed them???????? All wooden structures housing pre-k students should have signs placed on them like cigarette packs stating, ***"Enter your children in this or any other wooden structure at their own risk since they have been determined to be highly flammable and will burn to the ground in 5/7 minutes or near that time if ignited."***

I never thought it to be humorous to call me "King Of The Pre-ks," and not be given the support staff to care for the needs of such a large group. Initially, when pre-k had its inception in urban ed' I found 2 trailers in our school yard in August and discovered that central office had sent them over the summer while I was on vacation. Each trailer had 2 classrooms totaling 4 and students were ready to arrive in September. The following

summer 6 more trailers arrived for the school yard, bringing our pre-k number to 12 classrooms thereby referring to this area as the school yard campus. Eventually 3 additional trailers were added to the 6 in the school yard campus. Unfortunately, they were some 6 blocks away from the main campus, the main building. The central office then created a kindergarten campus 4 blocks away from the main campus having 7 classrooms and an enrollment of 141 students. Then came the Union Stone campus 5 blocks away from the main campus where an additional 2 pre-k classrooms were opened. Finally the local catholic elementary school closed and they added Mt Carmel to my supervision. At the Mt. Carmel Campus we had our 5 first grade classes and 2 second grades. This building was directly across the street from the Union Stone Campus thereby making it also 5 blocks away from the main campus.

We had 3 assistant principals to oversee all campus sites encompassing 13 buildings, again, with an enrollment of 1586. There were schools in the district with a thousand students with 4 assistants/vice principals. We then, should have had 3 additional assistants added to our existing three. We had 2 Guidance Counselors until my last year when CAPA recommended adding an additional Guidance Counselor central office refused to fulfill the CAPA request until I took the Board of Education President, Mr DeRosa, on tour of my sites and then had a special meeting with Dr Epps. Only then did they add the 3rd counselor. We were understaffed by 3 counselors. We had 1 CIT person and the enrollment called for 6. All this was going on under the watchful eye of the state representative assigned to Jersey City, Jerry Carver. "You should get a golf cart to visit all of your buildings," smirked a central office staff member. In the vicinity of P.S. # 23, there were 2 other public schools. P.S. # 1 which had an enrollment

of 150 students and P. S. # 39 which had enrollment of 450 students. I had an idea of dividing up the 2100 students amongst the 3 schools to an equal distribution of 700 a piece. If anyone would like to take the *walk of truth* with me, I'm open to it at anytime, at your leisure.

I want monetary compensation for the discrimination from both the Superintendent's Office of Jersey city, N.J. and from the N.J. Commissioner of Education's Office for allowing the discrimination to begin in 1998 and continuing to my retirement in July, 2006. In addition to the above mentioned, my career was shortened by five years. I wanted to retire at the age of 70 in the year 2011. This I could not do for the discrimination and stress had taken its toll on my health.